

Indiana Disproportionate Minority Committee
October 13, 2005
Minutes
9:30-11:00

Attendance: Angela Coulon, Alfreda Singleton-Smith, Megan Chaille, Kristin Hobson, Michelle Tennell, Monique Busch, Lisa McGuire, John Brandon, Andrea Marshall, Jane Bisbee, Tammy Robinson, Pat Howes, Clara Anderson and Devina Jani.

August Minutes: "Update ICJI Section" – change 25% to 20%
Finalized Scope: Change italics juvenile justice systems to regular font.

(Revisions made please see attachments)

Committee Reports:

Objective A: Research Committee

Sub-Committee Members: Megan Chaille, Kristen Hobson, Michelle Tennell, Monique Busch and Devina Jani.

Projects currently in the works

- Annotated Bib. (9 pages)
- Glossary of Terms (Common Language)
- Calendar of Events (Possible Conference Opportunities)

(If you have terms or possible conference opportunities please send information to Devina).

Objective B: Increase awareness that Indiana has disproportional representation of child of color in child welfare and juvenile justice services.

Objective E: Promote public policies in the state that address disproportionality in child welfare and the juvenile justice systems.

Sub-Committee Members: Clara Anderson, Alfreda Singleton-Smith, and Tammy Robinson.

Highlighted focus areas: Where are people/agencies at within the process?

Action steps to take: Part 1

1. Create Blueprint: Consistent message from task force (powerpoint)
2. Child-Focus Agencies: Target focus on both public and private entities
3. Examine all data/research
4. Engage all agencies in dialogue

Action steps to take: Part 2

1. Target faith based and other issues
Use the basis of agency powerpoint but with additional information on community outreach effects and advocacy piece
2. CASA/GAL, sororities/fraternities
Bring people on board (Good Neighbor Concept)
Connect with non-traditional kids

Increase engaged adults

Powerpoint Discussion

- Less words on slides
- Indiana Census Data Slide: Information of what EXACTLY committee is looking for needs to be emailed to Jane Bisbee (Point in time or annual)
- Information gathered by regions as well as by counties – Allen, Lake, Marion, St. Joseph, Vanderburgh, Allen, Elkhart, Marion, Porter and Tippecanoe.

(Please send corrections, additions, suggestions etc regarding the powerpoint to Clara and/or Devina).

- Look to recruit sub-group presenters as alternative method to spread the message

Objective C: Training of all public and private professional who work with children and families.

Sub-Committee Members: Delores Kennedy-Williams, Lisa McGuire, and Pat Howes.

- Gather information on what we and other states doing – Best Practices
- Currently Indiana training focuses on sensitivity and not racism
- DCFS currently 36 hours of training
- Casey Family Stated – This IS STRUCTURALIZED RACISM (obtained from powerpoint)
 - Minnesota
 - Range of cultural competency training
 - Manages throughout process
 - Ethnographic interview
 - Concept of CORE then to ongoing
- ITNA's are being completed but are done by workers themselves. – Hard to identify a personal weakness or bias if personally unaware of it.
- Family group decision-making and cultural competency
 - Core of model adapted from New Zealand study
 - Time consuming but good strategy
 - Washington
 - State workers cultural competency of placement providers – Important
 - Service providers
 - Outcomes about same race workers and cases
 - *Representation – Where? (Valid question to raise)
 - *Who bring child and families to child protection?
 - *Professional or community members
 - *How is the issue being addressed?

Timeline:

Goal 2006: Written Plan – Indiana Needs to ... (Legislation Action)

Powerpoint needs to be ready for review at next meeting Dec. 9, 2005.

Framing Recommendations

Additional Business:

- State of Black Youth (SOBY) Report listed on IBE website – Follow up seminar Oct. 21, 2005 at Urban League.
- COBI event Jan. 23, 2006 (If interested to be a sponsor please contact Clara).
- Call/Contact your federal Senators on Oct. 17th and 18th regarding the federal budget.
- Heather (ICJI) has not yet had her meeting with Judge Payne
- Jane Bisbee in going to meet re. DMC with Judge Payne
- Policy Manual Online
 - Investigation section finished Jan. 1st (effective)
 - Intake section finished Nov. 1st (effective)
 - Licensing (Chapter 6) Finished
 - Break down of manual with resources
 - Redefined and Better training
 - Curriculum emotional abuse and intake process
 - Foster care policies revisited – Policies the same since 1940's
 - Comments are being accepted – contact Angela Coulon

Next meeting is scheduled for December 9. 2005
Please Save the Date !!!

Remember to meet with your sub-committees in November